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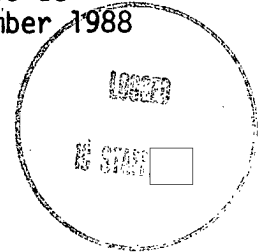
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09 DEC 1988

ICS 3653-88  
7 December 1988

## MEMORANDUM FOR THE RECORD

SUBJECT: Meeting With HPSCI Staffers on Agency Undergraduate  
Training Program [redacted]

1. On 22 November 1988, I attended a meeting with HPSCI staffers and CIA and NSA representatives. Staffers present were Messrs. Duane Andrews, Calvin Humphrey, Steve Nelson, and Bernie Toon. CIA personnel present were [redacted] the Agency's EEO Director; [redacted] Deputy Director for Employment; [redacted] Office of the Comptroller; [redacted] Office of Congressional Affairs; and [redacted] Office of General Counsel assigned to the Office of Congressional Affairs. NSA representatives present were [redacted] Director of Civilian Personnel; and [redacted] Legislative Liaison. [redacted]

2. The meeting was requested by the HPSCI staffers to discuss differences in approaches by the CIA and NSA in their Undergraduate Training Programs (UTP). Mr. Humphrey said that their primary concern was the inconsistencies between the two programs. He indicated that they wanted the two programs to be similar because there is a possibility that the UTP may be expanded to other government agencies, and the CIA and NSA programs would be used as the model. [redacted]

3. [redacted] stated there was nothing in the legislation detailing how the program should be set up, nor that the CIA and NSA programs should be identical. Mr. Andrews felt that the CIA thought they were being unfairly criticized about their program, and that they were overly sensitive. He pointed out that it is the committee's responsibility to oversee the implementation of legislation to ensure that Congressional intent is followed. [redacted]

4. [redacted] and [redacted] gave brief synopses of their programs. Both the CIA and NSA hire students as GS-2 employees (about \$11,000 per year), and both pay tuition and fees. The CIA program also pays for the student's room and board and pays the student a salary of ten dollars per day during summer employment. In return, the student is required to do eighteen months of Agency work for each academic year funded, with credit given for summer employment. By contrast, the NSA program does not pay room and board, but does pay their students \$95 dollars per diem per day while they are employed for the summer. NSA, however, does not give credit for summer employment for the pay-back requirement. Both the CIA and NSA programs are supported at the highest levels, and both have been very successful in recruiting qualified applicants. [redacted]

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SUBJECT: Meeting With HPSCI Staffers on Agency Undergraduate Training Program [redacted]

5. Mr. Humphrey questioned [redacted] about the lack of undergraduate trainees working in the Directorate of Operations during their summer work sessions. [redacted] replied that the DDO is very reluctant to take someone recently out of high school and expose them to the world of clandestine operations--they want more mature people. Mr. Humphrey said that the DDO is short-sighted. [redacted] feels that some progress is being made in that they convinced the DDO to employ two junior year students last year; unfortunately, they could not pass the polygraph. [redacted]

6. At this point [redacted] and Mr. Andrews discussed the concept of CIA paying room and board for the the students. Mr. Andrews is of the opinion that CIA is violating the intent of the legislation by paying room and board. [redacted] added that the GS-2 salary is sufficient compensation, and that room and board should not be paid. Mr. Andrews reiterated that the CIA may be violating the Congressional intent, but not the law itself. [redacted] stated that living costs differ according to a school's location, and she cited an example whereby a student attending an expensive school such as Stanford may need room and board compensation. (She apparently was not aware that the Agency only pays room and board at the rate for dormitory housing and school meal tickets). Mr. Andrews stated that the undergraduate training program is probably the most lucrative program in government, and room and board should not be paid. He added that if you are going to deviate from standard government practice (apparently paying room and board does deviate), then you must have a compelling rationale to do so. He has not seen a compelling reason why the CIA should pay room and board. [redacted]

Comment:

It was clear from the discussion that Mr. Andrews and [redacted] do not want the CIA to continue paying room and board for its undergraduate students. One option would be to compensate these students by paying per diem during summer employment--like NSA does. For a 90-day summer stint, this would amount to \$8550. Mr. Andrews had no problem with doing this, as he considered the student an Agency employee whose permanent duty station was the university he attends. Therefore when the student is moved to the Washington area, he is legally due per diem. This option would probably be significantly more costly than room and board, but it would be one way of satisfying staffers' concerns. The CIA is in the process of investigating options and will provide a report to the HPSCI. [redacted]

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SUBJECT: Meeting With HPSCI Staffers on Agency Undergraduate  
Training Program [REDACTED]

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